App. E. IX-4

1926-27

File No. 5-98.

Previous References (C. (2). B.)

Serial Nos. 1, 2+3

Later References.

?R.07-31-1

C.13.13 IL-31-2.

9-32-1

Ly. 20-3) (C9 & 10)

RB 38-3

Preserve MKA 25.3.1963

General and Revenue Secretariat.

Pt 1. 139-38, Pl. 1.

~~D.P.S 23-42 Pt 1-4~~

Rdps 28 m (8 of)

Serial Nos. one To three.

P 4 9

E

Part B for June 1927

SUBJECT

Revised rules for recruitment to the Judicial Service.

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41. To. The Heads of Depts
Secy: to Govt
Dy: Commrs: of Dists
Secy. C. (2). B.
Comptroller Dec. Q

No. 5771-830 of 10-6-1927.

Lays down revised rules for the guidance of officers empowered to make appointments to the Judicial Service.

L 1804.
L.R.B

C. & S. F- 26-

In the meeting of the Deputy Commissioners and certain Heads of Department held at Mysore during the last Dasara Session, the following matters relating to recruitment to public service were discussed:—

2) (1) Throwing open 25% of the appointments for recruitment on general considerations without preference being shown to candidates of any particular caste or creed.

3) (2) Appointing qualified candidates of the Backward Communities, if available, without advertising the vacancies. Acting vacancies to be filled up from among the candidates who are included in a waiting list.

4) (3) The District to be taken as the unit for ~~the~~ purposes of appointment. In each big Office there should be a reasonable number of persons of ~~different~~ the several communities.

5) It has been laid down in para 6 of the Order dated 16th May 1921 that it is a standing instruction to every Officer authorised to make appointments to the public service to give preference to a candidate of a Backward Community in ---- making an initial appointment so long as he possesses the prescribed minimum qualification even though he may be less -----

qualified than other candidates. According to this direction every vacancy will have to be filled up by the selection of a candidate belonging to the Backward -- Communities, if available. As this operates as a hardship on the Brahmin applicants, it is proposed to throw open 25% of the appointments for recruitment on general considerations, preference being shown in filling up the remaining 75% of the appointments to candidates belonging to the Backward Communities. At present the power of appointment is vested in several subordinate Officers and as vacancies do not occur all at the same time, it will be difficult, if not impossible, to give effect to the above rule direction, if every subordinate office is treated as a unit by itself for purposes of distribution of appointments. The scrutiny in the Central Recruitment Board Office will also be difficult. It has also to be -- determined which vacancy should be thrown open for recruitment on general considerations - whether the first, second, third or the fourth. The District or the area under the jurisdiction of an Officer of similar status may be treated as the unit for the purpose of appointments and the Deputy Commissioner or Officer of similar status made responsible for determining which vacancy should be filled up on general considerations and also for notifying the vacancies occurring in all the offices under his control and to furnish the necessary returns to the Central Recruitment

Board ~~Office~~. If this procedure is followed, it will enable the Central Recruitment Board ~~office~~ to effectively watch the working of the rules as proposed to be modified.

6) It may be noted in this connection that a large number of exemptions from the operation of the recruitment rules are being granted to officials who have put in temporary service and also to fresh candidates on family or other considerations and that most of such officials or candidates, if not all, belong to the Brahmin community. If such exemptions are excluded in calculating the percentage of appointments to be filled up on general considerations, the total percentage of appointments given to the candidates of the Brahmin community will be very ~~nearly~~ much more than 25 ~~35 to 40~~ and this will give room for ~~cause~~ complaint from the Non-Brahmin non-official public. It is therefore for consideration whether the appointments given to officials or candidates who are granted exemptions may not be ~~included~~ taken into account for the purposes of calculation of the percentage of appointments thrown open for general recruitment.

7) This will not operate as a hardship as the candidates of the Brahmin community also will get appointments in cases where ~~whenever~~ Non-Brahmin candidates do not apply or where the no. of such N.B. candidates is less than the no. of vacancies advertised. This often happens in the case of vacancies ~~attached~~ in the Mahanad & the P.W. Dept & also in the case of those requiring technical qualifications such as typewriting &c.

8) The formality of advertisement etc., which has to be observed at present before filling up the vacancies involves considerable delay and it so

C A.3.5.26

happens that in the case of temporary vacancies, the interval between the forwarding of applications by the Board and the termination of the vacancy is so short, that no good purpose will be served by appointing a new candidate. The object of the recruitment rules will be fulfilled if a qualified non-Brahmin candidate is appointed in the vacancy whether after or without advertisement. One of the objections that could be levelled against the system of filling up vacancies without advertisement is that it will lead to favouritism. Even under the present system, favouritism cannot be entirely done away with, as the appointing Officer can direct the candidate he has in view to apply through the Board and can appoint him after receiving the applications, provided he belongs to one of the Backward Communities. Another objection that may be urged is that the vacancy will not be made public, and that intending applicants will not have any chance of knowing whether a vacancy exists and that applicants possessing minimum qualifications are likely to be appointed to the post, even though more highly qualified candidates would have been forthcoming, if the vacancy had been advertised. Such inconveniences may be partly overcome if the appointing Officers maintain a waiting list and register all applications received for appointments. In cases where qualified Non-Brahmin candidates are not readily available, the vacancy, if it is one to be filled up by a candidate of the Backward Communities, should

It has also been suggested in the draft order that candidates possessing higher qualifications may, if available, be preferred to candidates possessing minimum qualifications

be advertised and filled up in accordance with the rules.

9) It may be incidentally noted that an impression has gained ground that the existing recruitment rules have benefited certain communities at the expense of others among the Backward Classes. The existing rules do not not lay down that appointments should be distributed --- among the various communities in propor-tion to their population and as such the appointing Officers have full discre-tion to appoint any one they like, the only condition being that such a candi-date should belong to one of the Back-ward Communities. Though it is not possible to distribute the appointments according to the population of the several communities, the appointing Officers could see that no disproportionate number of appointments is given to any particular community and show preference in making fresh appointments to candi-dates of the Backward Communities which are not adequately represented in ser-vice with reference to their population and importance.

10) The above modifications necessi-tate corresponding changes in the ----- returns that are now sent to the office of the Central Recruitment Board. The "A" statement will continue to be sent,

but it should furnish particulars of all vacancies exceeding 3 months in duration, whether such vacancies are proposed to be or have been actually filled up by candidates readily available or after due advertisement. In all cases in which appointments have been made, the necessary "B" statement should also be sent along with the "A" statement. In the case of vacancies which have been or are proposed to be filled up by candidates of the Brahmin Community, information should also be furnished with full particulars as to whether three previous vacancies were made avilable for the recruitment of candidates of the Backward Communities.

11) The "B" statement will similarly require to be modified. It should include the following additional columns:-

1. Whether the vacancy is filled up on general considerations and if so, particulars of three previous vacancies made available for recruitment, preferably of candidates of the Backward Communities to be furnished.

2. Whether the vacancy is filled up without advertisement and if so, particulars of caste, age and qualifications of the candidate appointed to be furnished.

12) The "C" statements indicating the composition of the several offices at the end of each Quarter is not being received regularly inspite of reminders and instructions issued from time to time and in some cases the

C 2. B 5 - 26.

statements received are very defective. In these circumstances it is found extremely difficult to compile full and correct statistics regarding the representation of the various communities in the public service. It is therefore suggested that the Heads of Departments may be requested to collect the information as regards the strength of the --- ministerial and executive services in their Departments and send the same to the Central Recruitment Board Office once in six months - the statement for the half year ending 30th June being sent before the 15th of August and the statement for the half year ending 31st December by the middle of February. This will enable the Central Recruitment Board office to maintain correct statistics of representation of the several communities in service in the State. The "C" statement will have to be slightly revised if this procedure is adopted. A draft G.O. embodying the necessary modifications and changes is submitted for consideration. It may also, if considered necessary, be placed before the Central Recruitment Board at its next meeting.

13)

Concepts) JMS 9/3

14) The draft G.O seems to be all right so far as it goes

WD 01229—GPB—37,500—1-9-26
App. F. III—2]

eneral and Revenue Secretariat

C. & A.G. File No. 5 — of 1926.

Serial No.

and may be approved after consideration in Council if necessary.

15) As some other points (such as reducing the number of classes into which Appointments are to be divided for the purpose of these rules and the qualifications of Candidates for each class of appointments) the views of the Special committee may be awaited. This proposed G. O., however need not be kept off on that account

3rd member Dewan

nil 18/3.

CSX 29/3/27

nil 29/3

Jm 29.3.27

Joseph nil 31/3

16) Submitted to 1st member

nil 1/4

17) An alternative draft is suggested for consideration as per instructions of the Chief Secy.

Draft for consideration of the Govt

18) Chief Secy) Please verify corrections made a fair draft (Next draft No 20) may

29 MAR. 1927 No. 1570

NOTE—Contn. Sheet 9

Serial No.

~~Revised draft ordered~~

21) A clean draft is submitted accepted) Sd 14/4

DEWAN'S OFFICE.
Received on
18. APR. 1927
Reg. No. 8242

22) Some portions of the original draft not being quite clear, a revised draft is put up for consideration in council if approved

Dhan Nambe 16/4

Dewan

OFFICE OF THE
TRIBAL COUNCIL
16 APR. 1927
No. 2044

CBK 16/4

MS 16.4.27

23) circulate to 1st Member 18/4

is 18/4/27

24) The Dewan said he would like further to discuss this in Council

10705 18/4 CR3

Lee 19/4

Lee 20/4

5 C392 (10

C.A.B.5=26.

URGENT SUBJECT. -

Revised rules relating to ~~the~~ recruitment to the Public Service.

* * * *

OPINION OF THE COUNCIL.

25) To be revised providing for one ~~appointment~~ vacancy in three to be open in cases where the proportion of non Brahmans ~~exceeds~~ has reached 50% ~~and is less than 66⅔~~.

26) Also to make it clear that the best ~~candidate~~ should be selected among the candidates available. - Brahmans or non Brahmans respectively

RLG

22/4

A/C C.A.B

RLG

23/4

27) Please put up clean draft revising clause 1 & the ~~appointments~~ & inserting clause 6, as indicated in the slip pasted below.

X+ 2nd 25/4

eneral and Revenue Secretariat

1504
C R R File No 5 of 1924.

Serial No.

28) A clean typed draft sent.

DEWAN'S OFFICE.
Received on
29. APR. 1927
Reg. No. 8477

25/4

29) For approval. A small change has been made in the draft, making the District, the unit for purpose of appointments in the Edn Dept, as a large no of vacancies of school masters occurs in each Dt.

Chiefs) 25/4

OFFICE OF THE THIRD MEMBER OF COUNCIL
27 APR. 1927
No. 2356

30) In enumeration 27/4
30 Member
Dewan

31) I agree with a slight change. 27/4

CRR
27/4/27

32) May be submitted to Dewan after Whm. I doubt the wisdom of sending up adoptn it might lead to jobbery but it may be tried experimentally. The other changes made by me only make the meaning clearer. 28/4
29/4/27

DEWAN'S OFFICE.
Received on
12. MAY 1927
Reg. No. 8641

33) Put up their draft. envelope 29/4
as approved by the Hon'ble Member.

OFFICE OF THE THIRD MEMBER OF COUNCIL
2 MAY 1927
No. 2753

30/4

34) For favour of perusal. A clean draft as per in charge Govt's approval is enclosed.

Submitted through the Chief Secy Hon

30/4

30/4

Note- Comm. Sheet.

2/5/27

15/27

(13

C. R. B. 5 = 26

Submitted to His Highness.

41. These papers relate to the revised rules relating to recruitment to the public service.

42. At the meeting of Deputy Commissioners and certain Heads of Departments held at Mysore on the 15th and 16th October 1926, one of the subjects that came up for discussion was the working of the rules of recruitment to the subordinate ranks of the public service. It was pointed out by most of the Officers present at the meeting that the existing rules if strictly applied would have the effect of practically excluding the Brahmin community from Government employment in subordinate ranks.

43 The question was discussed at the meeting of the Council held on the 22nd April 1927 and the accompanying draft order has been prepared in consultation with the Members of Council. It provides for every fourth vacancy available for direct recruitment in certain departments and every third vacancy in other departments being filled up without reference to the community to which the candidates belong. Even with this change there will be an ample scope for the preferential recruitment of members of Backward communities.

44 The other points dealt with in the order are intended to remove defects of procedure in the existing rules.

45. His Highness' gracious approval is requested to the issue of the revised instructions contained in the draft Government Order.

Mirza M. Ismail

Bangalore.

26th May 1927.

C. A. S-5-26(392)(14

Record of Cases submitted for the Orders
His Highness the Maharaja.

Subject.

Revised rules for recruitment to the Public Service

864

Order.

46. ~~KRW~~
30/5/27

C. Secy
MJ
2.6.27

MM
3/6

C392 (15

C. A. S. 5 = 28

General and Revenue Secretariat

SUBJECT

Revised rules for recruitment to the Public Services

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circlated to the Members of Council at headquaters and then sent to the Secretariat concerned for the issue of orders.

Circulated to Members of Council for perusal of His Highness' orders before /after issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)

By Order,

Chief Secretary to Government.

Through the Secretary to Government,

..... Department.

1254 6/6.

FIRST MEMBER OF COUNCIL. 7/6

7299 4/6

SECOND MEMBER OF COUNCIL. 12.6.27

Nicol

~~EXTRA~~ MEMBER OF COUNCIL. (On Leave).

CRB

NOTE - Contn. sheet.

(With A. Note) 7/6

(16

C.A.B. 5 = 26.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Chiefs of Staffs

47) Before issuing orders re recent please make clear that appts without addn shall be confined to appts for short periods only say 4 months. Any other addn must, I think, be limited to previous jobbers.

Lee
7/6

CIGS
7/6
WS

48) As the note has been approved by H.M., we may perhaps issue it now. In his minute dated 29/4/27 the Minister agreed to by this system experimentally. If it leads to jobbery, the question may be reconsidered — say 6 months hence.

49) The Chiefs of Staff has further discussed the matter with me, & agrees that it would be best to have addn for all appts of not less than 6 months. It will be impossible otherwise to prevent jobbery as an officer can always say that men are available & fine to favourites instead of to the best. This unnecessary submits claim to H.M. Minister. The draft with this slight addition might be submitted to Cabinet before issue. It is best on the whole, now to put temptation behind our backs.

Lee
6/11

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Asst Secy 7/6
WS

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

1804

1804

Q.B.S = 26

17

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

---

50) As per orders. I took the file to the Finance Member. As per his direction one sentence has been added at the close of para 5. The same may kindly be submitted to Govt for perusal before mail.

Chief Secy)

WS
8/6/

51)

This was submitted to Govt in person.

No case may issue immediately

NM
9/6.

Final proof returned to Press with printer's order on 15/6/4.

To The Heads of Depts 10/6
The Secretariat to Govt
The D.C's of Bellary
The Secretary, C.R.R.
The Compiler, Mysore Gazette
No. 5271-830/ C.R.R. 1. 5-26-1 d/ 10. 6-27

Rules & Orders revised

N.B.—Should routine notes be written on small slips the notes must be copied, or slips pasted on this form.

Rules for the guidance of Appointing officers

30/6

P. J. O.

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G. R. S. III-2]

General and Revenue Secretariat.

C.R.B File No. 5 of 1926-7.

Serial No.

52) Draft G.O. and D.O. submitted

19-6-27

53) As per personal instructions

Hon'ble Member — recd 20/6

Hon'ble Member

Dewan —

54) I have no objection to the drafts proposed. I would go further & lay down that in the case of appointments reserved for N.Bs, where a suitably qualified candidate is not available the vacancy be kept unfilled for 6 months & again advertised at the end of that time. Ad-interim arrangements can be made during the period, & only if after the second advertisement no suitable N.B candidate is forthcoming should a Brahmin candidate be appointed permanently.

CRB 20/6/27

55) The addn proposed by 3rd Hon. Mr. may also be made. It will be better if the 2nd advt is after 3 months.

DE 22/6/27 pm

OFFICE OF THE THIRD MEMBER OF COUNCIL 20 JUN 1927 No. 3571

DEWAN'S OFFICE. Received on 23. JUN. 1927 Reg. No. 9960

1-31-36 22/6.

NOTE—Contn. sheet.

General and Revenue Secretariat. | G. R. A. File No. 5 — of 1926.

Serial No.

52) I agree with the suggestion of the III Member. As regards the 4th vacancy, it should be advertised & that the best available candidate might be selected.

As proposed by the I Member.

23.6.27

57) Recd 24-6-27

58) Revised G.O. is put up for approval 25/6.

59) Draft to Govt. Issue from Govt. To be submitted to 3rd Member for perusal 25/6

60) File to Minister

To
The Secretaries to Govt.
The Heads of Departments
The D.C.s of Districts
The Secretary, G.R.B.

No. 4247-97 dt. 26.6.27

Issues subsidiary instructions in the matter of filling up advertised vacancies reserved for backward communities.

To The Heads of Depts
The D.C.s of Distts
The Secretaries to Govt

No. G.O. No. G.4298-4348 dt. 26.6.27 states that the instructions issued in G.O. dt. 10-6-27 should be strictly observed by Secretariat.

NOTE—Contn. sheet.

Brief

Proceedings of the Government of H. H. the Maharaja of Mysore.

Draft as approved by 1st member in charge Dewan

A

Read:-

Para 6 of G.O. No.1226-80/E.A.G. 308 dated 16th May 1921 laying down as a standing instruction to every officer authorised to make appointments to the public service to give preference to a candidate of a Backward community in making an initial appointment so long as he possesses the prescribed minimum qualification.

2. G.O. No.E.A.2093-172/E.A.G.14-21-7 dated 20th November 1921 as modified by G.O. No.1043-1102/C.B.71-22-3 dated 4th Septr. 1922 grouping appointments into four classes and stating that all vacancie occurring in class I of the appointments and two out of every three vacancies occur ring in each of the other classes, will be filled up by direct recruitment.

3. G.O. No.G.9155-394/G.M.37-23-1 dated 5th December 1923 issuing revised instructions in regard to the working of the Central Recruitment Board.

Order No. S-771-430/C.R.B.S:267

Dated Bangalore, 10-5-27

With a view to removing certain difficulties brought to notice in the work ing of the existing recruitment rules, Government are pleased to lay down the following modified instructions for the guidance of officers empowered to make appointments in the public service.--

(1) In filling the first three vacancies

available for direct recruitment ~~in the several classes of appointments~~ in Departments in which the representation of the Backward communities has not reached 50 per cent, preference will continue to be given to candidates of the Backward communities possessing the required qualifications but no such preference need be shown in filling up the fourth vacancy. In the case of Departments in which the representation of these communities has reached the prescribed limit viz., 50 per cent, every third vacancy will be filled up without ~~showing any~~ preference being shown to the candidates of ~~the Backward~~ such communities.

(2) The appointments given in virtue of exemptions granted to candidates or officials who have put in temporary or acting service will be treated as appointments by direct recruitment for the purpose of rule 1 ~~and will be taken into account in determining the nature or disposal of the subsequent vacancies either on general considerations or otherwise~~.

(3) The unit for the purpose of calculating vacancies and determining their method of disposal will be the District in the case of the Departments under the control of Deputy Commissioners, the Division in the case of the Judicial and Public Works Departments and the entire Department in other cases.

(4) The Deputy Commissioner or other officer controlling the establishments regarded as a unit for the purpose of these rules will obtain the necessary particulars regarding vacancies in the several subordinate offices under his control and determine the vacancies to be thrown open to recruitment on general

The first two vacancies will be given to members of Backward Communities and

it will be impressed on all appointing officers that it is their duty to select for each appointment the best available candidate either from among Backward Communities only, or from among all candidates according to the nature of the vacancy

The Secretary to the Govt. of the Dept. of the Secretariat should, however, be taken by the Head of Department or the Commissioner of Labour by means of record transfers, that not more than a certain number of posts are manned entirely by members of the same Community.

considerations. He will also be responsible for sending to the C.R.B. office the 'A' and 'B' statements relating to the vacancies that occur in all the offices under his control. This should however not be construed as affecting in any way the powers of appointment vested in subordinate officers, who will continue to exercise the same subject to the requirements of the rules in force.

(5) Whenever a sufficient number of qualified candidates are readily available, appointments may be made without advertising the vacancies in the Gazette, if the appointment is one in the filling of which preference has to be shown to a candidate of the Backward communities and if no such candidate is readily available, the vacancy should be advertised and filled up in accordance with the rules.

(6) In filling vacancies in accordance with instructions (1) and (5) above, candidates of the Backward communities or as the case may be, who possess qualifications higher than those prescribed for the posts, should, if available, be preferred to candidates of the respective communities possessing only the minimum qualifications.

(7) The 'A' statement will continue to be sent to the C.R.B. Office in the revise form (appended) indicating particulars of all vacancies exceeding three months in duration which are proposed to be filled up after or without advertisement

general considerations or otherwise. The 'B' statement will be sent in the appended form in all cases including those in which the candidates have been appointed in the vacancies without advertisement.

7) A consolidated 'C' statement for each Department will be sent in the form appended by the Head of the Department concerned once in 6 months for the half year ending 30th June and 31st December respectively, the statement for the first half year being sent on or before the 15th August and that for the second half year on or before the 15th February of the next calendar year.

CBS
29/4(2)

Chief Secretary to Government.

To

The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
The Compiler, Mysore Gazette.
Press Table.

Proceedings of the Government of H. H. the Maharaja of Mysore.

Final draft

Read:-

Para 6 of G.O. No.1826-80/E.A.G. 308, dated 16th May 1921, laying down as a standing instruction to every officer authorised to make appointments to the public service that he should give preference to a candidate of a backward community in making an initial appointment so long as he possesses the prescribed minimum qualification.

B

2. G.O. No. E.A.2093-172/E.A.G.14-21-7, dated 28th November 1921, as modified by G.O. No.1043-1102/C.B.71-22-3, dated 4th Septr. 1922, grouping appointments into four classes and stating that all vacancies occurring in class I of the appointments and two out of every three vacancies occurring in each of the other classes will be filled up by direct recruitment.

Date of draft: 10 "June 1927
Signed by - Mr M. Seshadri

3. G.O. No. G.9155-394/G.M.37-23-1, dated 5th December 1923, issuing revised instructions in regard to the working of the C.R.Board.

No. 5771-830

Order No. 5771-838-Q.31/5-26-1
Dated Bangalore, 10th June 1927

With a view to removing certain practical difficulties that have come to notice in the working of the existing recruitment rules, Government are pleased to lay down the following modified instructions for the guidance of officers empowered to make appointments to the public service:--

(1) In filling the first three vacancies of

available for direct recruitment in Departments in which the representation of the backward communities has not reached 50 per cent, preference will continue to be given t candidates of the backward communities posse sing the required qualifications but no such preference need be shown in filling up the fourth vacancy. In the case of Departments in which the representation of these communities has reached the prescribed limit viz., 50 per cent, the first two vacancies will be given to members of backward communities and every third vacancy will be filled up without preference being shown to the candidates of such communities. It will be impressed on all appointing officers that it is their duty to select for each appointment the best ~~available~~ candidate ~~either from among backward communities only or from among all candidates~~ according to the nature of the vacancy.

(2) ~~The~~ appointments given in virtue of exemptions granted to candidates or officials who have put in temporary or acting service will be treated as appointments by direct recruitment for the purpose of rule (1).

(3) The unit for the purpose of calculating vacancies and determining their method of disposal will be the District in the case of the Education Department and the Departments under the control of Deputy Commissioners, the Division in the case of the Judicial and Public Works Departments and the entire Department in other cases. Care should, however, be taken by Heads of Departments and Deputy Commissioners to ensure by means of ~~necessary~~ transfers, that no office is manned entirely or mainly by members of ~~the same~~ community.

(4) The Deputy Commissioner or other officer controlling ~~the~~ any establishments regarded as a unit for the purpose of these rules will obtain the necessary particulars regarding vacancies in the several subordinate offices under his control and determine the vacancies to be thrown open to recruitment on general considerations, ~~or~~ otherwise. He will also be responsible for sending to the C.R.B. ~~office~~ the 'A' and 'B' statements relating to the vacancies that occur in all the offices under his control. This should not, however be construed as affecting in any way the powers of appointment vested in subordinate officers, who will continue to exercise ~~the same~~ them subject to the requirements of the rules in force.

(5) Whenever a sufficient number of qualified candidates ~~are~~ is readily available, appointments may be made without advertising the vacancies in the Gazette according to the method of disposal prescribed in para (1). xxx

xxx This discretion of filling up vacancies without ~~advt~~ advertisement should be sparingly used and only in case of vacancies of less than six months' duration.

(6) The 'A' statement will continue to be sent to the C.R.B.Office in the revised form (appended) indicating particulars of all vacancies exceeding three months in duration which are proposed to be filled up after or without advertisement, on general considerations or otherwise. The 'B' statement will be sent in the appended form in all cases, including those in which the candidates have been appointed ~~in~~ the vacancies without advertisement.

(7) A consolidated 'C' statement for each Department will be sent in the form appended by the Head of the Department concerned

once in 6 months for the half years ending 30th June and 31st December, respectively, the statement for the first half year being sent on or before the 15th August and that for the second half year on or before the 15th February of the next calendar year.

Chief Secretary to Government.

The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Dists.
The Compiler, Mysore Gazette.
Press Table.

List of vacancies that have occurred in the office under the control of the .....

"A" statement.

Serial No.	
date of Vacancy.	
Designation of the appointment which vacant and the name of the office in which the vacancy has occured.	
Pay of the appointment.	
Duration of the vacancy, if temporary.	
Whether the appointment is to be filled up by direct recruitment or by promotion.	
Designation and pay of any consequential appointment to be filled by direct recruitment.	
Whether the vacancy is to be filled up on general considerations and if so, particulars of three previous vacancies made available for recruitment, preferably of candidates of the Backward communities, to be furnished.	
Whether the vacancy is to be filled up after advertisement or by selection from among candidates available for appointment; in the latter case. "B" statement to be appended.	
In case of advertisement, name of Officer to whom application should be made.	
Latest date for submitting applications.	
Remarks.	

Statement showing the appointments made in the Offices under the control of the .....

Statement "B"

1		Name of office
2		Designation and pay of the appointment
3		Date of vacancy
4		Date on which the vacancy was reported to the C. & B.
5		Whether the vacancy is filled up on general considerations and if so particulars of the three previous vacancies made available for recruitment, preferably of candidates of backward communities, to be furnished.
6		Whether the vacancy is filled up with or without advertisement and if so, particulars of caste, age and qualifications of the candidate selected to be furnished.
7		No. of applications received in case of vacancies advertised
8		Date on which applications were received from the C. & B.
9		Name of candidate selected and his No. in the list forwarded.
10		Religion and caste of the candidate
11		Remarks.

A copy of this statement will be sent to the Head of the Department concerned.

C. R. B.

Statement of the composition of the ~~xxxxxxxxxxxxxxxxxxxx~~ Department for the half year office

for the quarter ending ~~xxxx~~ June / ~~December~~ 1926

1. Total strength of the superior ministerial establishment of the office ..... Nil.
2. Total strength of the executive establishment working directly ~~under~~ the head of the office..... Nil.

Name of community	No. of officials in ~~Dept.~~ each	Percentage to total strength		Remarks, if any.
		In the current quarter	In the previous quarter	
1	2	3	4	5.
1. Composition of ministerial establishment				
1. Brahmins				
2. Bedars				
3. Gollars				
4. Kshatriyas				
5. Kurubas				
6 Lingayets 6. Mudaliars				
8. Naidus				
9. Vaisyas				
10. Telugu Banajiga 10. Vokkaligas				
11. Other castes				
12. Jains				
13. Muhammadans				
14. Christians				
15. Other communities (Parsis, Jews and Buddhists etc.)				
16. ~~Panchamas and other depressed~~ Adikarnataka, Adi Dravidas & other Depressed Classes.				
17. Anglo-Indians & Europeans.				
2. Composition of executive establishment				
1. Brahmins				
2. Bedars				
3. Gollars				
4. Kshatriyas				
5. Kurubas				
6 Lingayets 6. Mudaliars				
8. Naidus				
9. Vaisyas				
10. Telugu Banajiga 10. Vokkaligas				
11. Other castes				
12. Jains				
13. Muhammadans				
14. Christians				
15. Other communities (Parsis, Jews and Buddhists etc.)				
16. ~~Panchamas and other depressed~~ Adikarnataka, Adidravidas & other Depressed Classes.				
17. Anglo-Indians & Europeans.				

1. This return will be sent to the Secretary, Central Recruitment Board by each *head of office* in respect of the ministerial establishment of his ~~office~~ and the executive establishment working ~~under him.~~ Dir Ute Dept Dept

2. The return is due in the office of the Central Recruitment Board on the ~~15th July~~ 5th October ~~5th January, and 5th April~~ in each year. August + 15th July

A1511.

D

Government of His Highness the of Mysore.

JUNE 1927.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. 5771-830—C. R. B. 5-26-1, dated 10th June 1927.

Revised rules for the guidance of appointing officers.

Lays down——.

READ—

Para 6 of Government Order No. 1827-80—E. A. G. 308, dated 16th May 1921, laying down as a standing instruction to every officer authorized to make appointments to the public service that he should give preference to a candidate of a backward community in making an initial appointment so long as such candidate possesses the prescribed minimum qualification.

2. Government Order No. E. A. 2093-172—E. A. G. 14-21-7, dated 28th November 1921, as modified by Government Order No. 1043-1102—C. B. 71-22-3, dated 4th September 1922, grouping appointments into four classes and stating that all vacancies occurring in class 1 of the appointments and two out of every three vacancies occurring in each of the other classes will be filled up by direct recruitment.

3. Government Order No. G. 9155-394—G. M. 37-23-1, dated 5th December 1923, issuing revised instructions in regard to the working of the Central Recruitment Board.

ORDER No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

With a view to removing certain practical difficulties that have been brought to notice in the working of the existing recruitment rules, Government are pleased to lay down the following modified instructions for the guidance of officers empowered to make appointments to the public service:—

(1) In filling the first three out of every four vacancies available for direct recruitment in Departments in which the representation of the backward communities has not reached 50 per cent, preference will continue to be given to candidates of the backward communities possessing the required qualifications; but no such preference need be shown in filling the fourth vacancy.

In the case of Departments in which the representation of these communities has reached the prescribed limit, *viz.*, 50 per cent, the first two vacancies will be given to members of backward communities and every third vacancy will be filled up without preference being shown to the candidates of such communities. Government desire, however, to impress on all appointing officers that it is their duty to select for each appointment the best candidate available according to the nature of the vacancy.

(2) Appointments given in virtue of exemptions granted to candidates or to officials who have put in temporary or acting service will be treated as appointments by direct recruitment for the purpose of rule (1).

(3) The unit for the purpose of calculating vacancies and determining the method of disposal of them will be the District in the case of the Education Department and the Departments under the control of Deputy Commissioners, the Division in the case of the Judicial and Public Works Departments and the entire Department in other cases. Care should, however, be taken by Heads of Departments and Deputy Commissioners to ensure by means of transfers, where necessary, that no office is manned entirely or mainly by members of any one community.

eputy Commissioner or other officer controlling any establishment
.t for the purpose of these rules will obtain the necessary particulars
ncies in the several subordinate offices under his control and deter-
.cancies to be thrown-open to recruitment on general considerations or
. He will also be responsible for sending to the Central Recruitment Board the "A" and "B" statements relating to the vacancies that occur in all the offices under his control. This should not, however, be construed as affecting in any way the powers of appointment vested in subordinate officers, who will continue to exercise them subject to the requirements of the rules in force.

(5) Whenever a sufficient number of qualified candidates is readily available, appointments may be made without advertising the vacancies in the Gazette according to the method of disposal prescribed in para (1). This discretion of filling up vacancies without advertisement should be sparingly used and only in case of vacancies of less than six months' duration.

(6) The "A" statement will continue to be sent to the Central Recruitment Board Office in the revised form (appended) indicating particulars of all vacancies exceeding three months in duration which are proposed to be filled up after or without advertisement, on general considerations or otherwise. The "B" statement will be sent in the appended form in all cases, including those in which the candidates have been appointed to vacancies without advertisement.

(7) A consolidated "C" statement for each Department will be sent in the form (appended) by the Head of the Department concerned, once in six months, *i.e.*, for the half-year ending 30th June and 31st December respectively, the statement for the first half-year being sent on or before the 15th August and that for the second half-year on or before 15th February of the next calendar year.

N. MADHAVA RAO,
Chief Secretary to Government.

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.
The Compiler, *Mysore Gazette.*
PRESS TABLE.

EXD.—P. S. R. N.

No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

STATEMENT "A."

List of vacancies that have occurred in the offices under the control of the..... .....

1	2	3	4	5	6	7	8	9	10	11	12
Serial Number	Date of vacancy	Designation of the appointment fallen vacant and the name of the office in which the vacancy has occurred	Pay of the appointment	Duration of the vacancy, if temporary	Whether the appointment is to be filled up by direct recruitment or by promotion	Designation and pay of any consequential appointment to be filled by direct recruitment	Whether the vacancy is to be filled up on general considerations, and if so, particulars of three or two previous vacancies made available for recruitment, preferably of candidates of the backward communities, to be furnished	Whether the vacancy is to be filled up after advertisement or by selection from among candidates available for appointment; in the latter case, "B" statement to be appended	In case of advertisement, name of Officer to whom applications should be made	Latest date for submitting applications	Remarks

No. 5771-830—C R. B. 5-26-1, DATED 10TH JUNE 1927.

STATEMENT "B."

Statement showing the appointments made in the offices under the control of the..... ....

1	2	3	4	5	6	7	8	9	10	11	12
Name of office	Designation and pay of the appointment	Date of Vacancy	Date on which the vacancy was reported to the Central Recruitment Board	Whether the vacancy is filled up on general considerations, and if so particulars of the three previous vacancies made available for recruitment, preferably of candidates of backward communities, to be furnished	Whether the vacancy is filled up without advertisement, and if so, particulars of caste, age and qualifications of the candidate selected to be furnished	Number of applications received in case of vacancies advertised		Date on which applications were received from the Office of the Central Recruitment Board	Name of candidate selected and his serial number in the list forwarded by the Office of the Central Recruitment Board	Religion and caste of the candidate	Remarks
						Brahmins	Backward communities				

N.B.—A copy of this statement will be sent to the Head of the Department concerned.

No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

STATEMENT "C."

Statement of the composition of the Department of for the half-year ending June/December .

1. Total strength of the superior ministerial establishment of the department
2. Total strength of the executive establishment working in the department

Name of community	Number of officials in the Department	Percentage to total strength		Remarks, if any
		During the current half-year	During the previous half-year	
1	2	3	4	5
1. COMPOSITION OF MINISTERIAL ESTABLISHMENT.				
1. Brahmins				
2. Bedars				
3. Gollars				
4. Kshatriyas				
5. Kurubas				
6. Lingayets				
7. Mudaliars				
8. Naidus				
9. Vaisyas				
10. Telugu-Banajigas				
11. Vokkaligas				
12. Other caste Hindus				
13. Jains				
14. Muhammadans				
15. Christians ...				
16. Other communities (Parsis, Jews and Buddhists, etc.).				
17. Adikarnatakas or Adidravidas and other depressed classes.				
18. Anglo-Indians and Europeans ...				
2. COMPOSITION OF EXECUTIVE ESTABLISHMENT.				
1. Brahmins				
2. Bedars				
3. Gollars				
4. Kshatriyas				
5. Kurubas				
6. Lingayets				
7. Mudaliars				
8. Naidus				
9. Vaisyas ..				
10. Banajigas				
11. Vokkaligas				
12. Other caste Hindus				
13. Jains				
14. Muhammadans				
15. Christians				
16. Other communities (Parsis, Jews and Buddhists, etc.)				
17. Adikarnatakas or Adidravidas and other depressed classes.				
18. Anglo-Indians and Europeans ..				

This return will be sent to the Secretary, Central Recruitment Board, by each *Head of the Department* in respect of the ministerial establishment of his department and the executive establishment working in the department.

2. The return is due in the office of the Central Recruitment Board on the 15th August and 15th February each year.

WD 2602—GPB—840—17-6-27

36) Re : Recruitment Rules

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read:--

Government Order No.5771-830/ C.R.B.5-26-1 dated 10th June 1927 issuing modified instructions for the guidance of officers empowered to make appointments to the public service and directing among other things that (1) the first three out of every four vacancies available for direct recruitment in departments in which the representation of the backward communities has not reached 50 per cent be given to candidates of the backward communities possessing the required qualifications and (2) that the first two vacancies out of every three be given to members of the backward communities in depart-- ments in which the representation of these communities has reached the prescribed limit of 50 per cent.

.....

Order No. 444)-97/C.R.B. 5-26-2

Dated 28/6/97

In continuation of the Govt. Order read above, Government are pleased to issue the following subsidiary instructions:--

(1) When a vacancy reserved for the backward communities is adverti-

and no eligible candidate belonging to such communities applies for it, or having applied, declines the appointment, the vacancy will not be immediately filled up but will be advertised a second time after the lapse of three months. If no applicants belonging to backward communities apply in response even to the second advertisement, the circumstances should be reported to Government and their approval obtained if it is proposed to appoint a Brahmin candidate in the vacancy. No Brahmin candidate should be appointed in anticipation of Govt. sanction in such cases.

2. This does not, however, take away the power, vested in appointing officers in paragraph 3 (vii) of Government Order No.G.9155-394/G.M.137-23-4 dated 5th December 1923, of making temporary arrangements for the conduct of emergent work till the vacancy is filled up according to rules.

Chief Secretary to Government.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.

37(2)

Recruitment Rules.

ORDER NO. 4247-97--C.R.B. 5-26, DATED, CAMP MYSORE, 26TH JUNE 1927.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

READ :—

Government Order No. 5771-830—G.R.B. 5-26-1, dated 10th June 1927, issuing modified instructions for the guidance of officers empowered to make appointments to the public service and directing among other things that (1) the first three out of every four vacancies available for direct recruitment in departments in which the representation of the backward communities has not reached 50 per cent be given to candidates of the backward communities possessing the required qualifications and (2) that the first two vacancies out of every three be given to members of the backward communities in departments in which the representation of these communities has reached the prescribed limit of 50 per cent.

Order No. 4247-97—C.R.B. 5-26, dated, Camp Mysore, 26th June 1927.

In continuation of the Government Order read above, Government are pleased to issue the following subsidiary instructions:—

(1) When a vacancy reserved for the backward communities is advertised and no eligible candidate belonging to such communities applies for it, or having applied, declines the appointment, the vacancy will not be immediately filled up but will be advertised a second time after the lapse of three months. If no applicants belonging to backward communities apply in response even to the second advertisement, the circumstances should be reported to Government and their approval obtained if it is proposed to appoint a Brahmin candidate in the vacancy. No Brahmin candidate should be appointed in anticipation of Government sanction in such cases.

(2) This does not, however, take away the power vested in appointing officers in paragraph 3 (vii) of Government Order No. G. 9155-394—G.M. 137-23-4, dated 5th December 1923, of making temporary arrangements for the conduct of emergent work till the vacancy is filled up according to rules.

Chief Secretary to Government.

To—The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G.O. No. C. 4247-97—C.R.B. 5-26, dated, Camp Mysore, 26th June 1927.

Recruitment Rules.

Issues subsidiary instructions in the matter of filling up vacancies reserved for backward communities, in continuation of the revised ——— , issued with G.O. No. 5771-830—C.R.B. 5-26-1, dated 10th June 1927.

GBPM—500—27-6-27

38.

D.O. Circular No. C. 4298-4368

C.R.B. S-26-3

To

26/6/27

The Heads of Departments.
,, Deputy Commissioners of Districts.
,, Secretaries to Government.

Dear Sir,

I am desired to state that the instructions issued under Govt. Order No.5771-830/C.R.B.S-26-1 dated 10th June 1927 for the guidance of officers empowered to make appointments to the public service should be strictly and scrupulously observed and serious notice will be taken of the conduct of any appointing officers who fail to carry out the rules in spirit as well as ~~in the~~ letter.

Yours sincerely,

Chief Secretary to Govt.

Project 38

[illegible]

2/7/07

G. R. S. III—3]

C. R. S. = 26 / 1807 / CRP

15

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

52/ The accompanying G.O. regarding issue of revised rules for the guidance of appointing officers may be got printed in the Multigraph Section as it has to be sent to all the Heads of Departments.

SBR 53/ 10/6. May be sent to Multigraph Section

Sahib 54/ This order could not be done on the multigraph

MA 15/6. BB 16/6.

55/ Send for orders.

SBR 10/6 56/ Force copies to be typed and issued accordingly. Monday. About 500 this order may be obtained from Mr. Sheriff on Monday

MS 16/6

N. B.—Should routine notes be written on small slips the notes must be copied, or slips pasted on this form.

19

C.R.B. 5—26

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

---

1) Copies have been issued to the Press Rooms at Bangalore & Mysore, and to the Compiler, Mysore Gazetteer. To the Secretaries, D.C.'s & Heads of Depts they will be sent after receipt of printed copies.

11/6

3) The order has issued. It has been sent to the Press at Bangalore for being printed.

4) As printed copies are required here for distribution among R.A. Members, I shall get 200 copies printed in the Branch Press here or telephone to the Govt Press to send the copies to night.

N. B.—Should routine notes be written on small sl ps the notes must be cipoed, or slips pasted on this form

G.R.S. III—3]

C.L.B.S=26

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

* the statts attached to the GO do not seem to be the ones originally attached (bearing the Addl Secy mr J. Appaji Gowda's initials). I have written to mr S. Chayapathi Rao, about the point as to how the originals are missing.

DS

Also in statt 'A', the word 'or two' may be inserted after three wdbs, so that it may be in consonance with the body of the GO

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

(10) Two proofs need today are subd for perusal. Following the Secy's corrections in draft GO*, necessary changes re: capitals are made in the proof. Certain errors in the statements accompanying the GO are also indicated.

(11) In view of the addition made (at the last stage) to rule 5, the word three seems to require alteration to six in rule 6. This is for orders. If approved, this correction will be embodied in the proof & it will be returned to Press (Bangalore) for sending a clean proof containing all the corrections made.

(12) As the GO may possibly come up for discussion at the Depts Comrs meeting tomorrow a few typed copies of the GO will be made & kept ready if so ordered

DS
13/6(y)

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record]

From
The Inspector General of Con
Letter No. C 483 D. 9.12.26.

States that the C.R.B.
rule regarding the publicatio
of all vacancies of more
than 3 months duration ha
been found in many cases
to be neither Convenient
to the department nor
beneficial to the Candidat
of the B.C. Communities, h
requests, for Reasons given
that orders may be passed
that whenever qualified
Candidates belonging to
the B.C. Communities
are available appointing
officers may be permitted
to appoint them without
advertising the vacancies,
the appointments made
being reported to this
Office.

Enclosed.

The one important objection
that may perhaps be raised

N. B. Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

W D 1580—GPB—150,000—25-26.

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

against this proposal is that
vacancies may not be (such as lowest applt
thrown open for direct with same class)
recruitment in conformity
with the C. R. B. rules In
order to overcome this objection
the appointing officers have to send
~~should~~ as usual send
the "A" statements to this
office for information and
if no immediate objection
is taken in respect of them
they may fill up the
vacancies by qualified
candidates among Backward
Community candidates.
When they cannot find out
any suitable B.C. candidate
they may ask this office to have
any such vacancies advertised
with a view to attract
better qualified applicants.
As regards the other objections

N. B.—Should routine notes be written on small slips the notes must be signed, or slips pasted on this form

that might crop up on this proposal
the D. of E. has furnished the necessary
~~information~~ information.
As this proposal involves a deviation
from the existing rules, this may perhaps
be placed before the Board meeting.

G. R. S. III—81

1109

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

~~Lists of vacancies are sent~~
~~to the Principal Boys Schools~~
~~of Hostels and Associations~~
~~with a view to secure~~
~~greater publicity. Hence~~
there is no reason why they
(be applicants) should not hear of vacancies
~~now~~ ~~apply to C.R.B.~~ early

DL
18/1/26

The proposal of the J.S.C.
~~does~~ is to deviate from
the existing Rules. The
matter has to be discussed
~~by the~~ at the meeting of
the Bd.

7543
18/1

Chairman
C.R.B.

18/1

DL
19/1

This matter was discussed
at the monthly meeting
held on 28/1
This will be now referred/taken
to the C.R.B. if agreed.

Sec'y D
Sec'y C.R.B with compts

18/4 WR
WR 26/4 26/4/26

N. B.—Should routine notes be written on small slips the notes must be copied, or slips pasted on this form.

1107

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

This is one of the subjects for the next meeting of the Bd and will be kept among the files for the Board's meeting

DS 27.4.27

yps 27/4

This was considered by the C.R.Bd at the meeting held on 29/4/27, when the following resolution was recorded:—

"The Board was not in favour of the proposal".

Subd for orders as to whether in this case we may await the issue of the revised C.R.B. rules (File under submission to the Dewan)

Chairman 1/5

DS 10-5-27

10/5.

Maybe put up with that file

C89

OFFICE OF THE THIRD MEMBER OF COUNCIL
11 MAY 1927
No. 3170

12/5/27

N. B.—Should routine notes be written on small slips the notes must be cipoed, or slips pasted on this form.

P 35785

116.

Postal Address :—POST BOX No. 6.
Tel. Address :—EDUCAGEN Bangalore

Department of Education.

Government of Mysore.

No. C 483 | 26-27

OFFICE OF THE INSPECTOR-GENERAL OF EDUCATION IN ~~MYSORE~~,
Bangalore, 9th December 1926

1109

ENC.

9 DEC 1926

FROM

K. MATTHAN, ESQ., B.A.,
INSPECTOR-GENERAL OF EDUCATION IN MYSORE.

To

P.G. D'SOUZA, ESQ., B.A., B.L.,
CHIEF SECRETARY TO THE GOVT. OF MYSORE,
BANGALORE.

SIR,

I have the honor to bring to the notice of Government that the present recruitment rule that all vacancies (of more than three months duration) should be advertised in the Gazette has been found in many cases to be neither convenient to the Department nor beneficial to the candidates of backward communities whose interests these rules are intended to serve. Instances are frequently coming to the notice of myself and the subordinate Inspecting Officers, of qualified candidates belonging to backward communities not applying to the Central Recruitment Board when vacancies are advertised in the Gazette, although they might have been repeatedly applying to the appointing officers direct. The appointing officers are unable to appoint them as their applications will not have come through the Central Recruitment Board. The fact is that candidates of backward communities are frequently not likely to see the Gazette, or hear of vacancies advertised in it.

Under the circumstances I request that Government may be pleased to order that whenever qualified candidates belonging to backward communities are available appointing officers may be permitted to appoint them without advertising the vacancies and report the fact to the Secretary, Central Recruitment Board. It may be argued

that by this arrangement the field of selections would be limited and appointing officers would lose the chance of getting applications from persons who may possess higher qualifications. But in answer to this I have to state that even under the existing rules there is nothing to prevent appointing officers selecting men possessing the minimum qualifications and rejecting more highly qualified men. The actual appointments rest solely on the opinion of the appointing officer and the needs of the institutions or offices concerned, of which the appointing officers are generally the best judges.

I have the honor to be,

Sir,

Your most obedient servant,

Inspector General.